



ANDY JOHNSON

ASSOCIATE



Andy is a Professional Certified Coach (PCC) with the ICF, an IECL faculty member and former IECL Director of Applied Organisational Coaching.

Andy thrives on a challenge, pushing himself both physically and mentally. He is a former professional rugby player, an officer within the London Fire Brigade, is married with two children and is presently focused on finishing his psychology studies.

TESTIMONIALS

"Andy provides a friendly and open environment to explore and work through growth opportunities and situational reviews. He challenges the thought process in a way that enabled me to resolve and prioritise key aspects of my career and outlook which has improved overall performance.

- **BUSINESS DEVELOPMENT MANAGER, POWER**

"I had worked with Andy for several years, developed an incredible level of trust and respect for the work that he delivers and the way in which he delivers it. Whether facilitating, coaching, mentoring, supervising, consulting, collaborating, or creating he approaches everything he does with a high level of energy, insight, authenticity, and genuine interest in the outcome. His passion and warmth make him a trusted advisor, coach and facilitator"

- **ORGANISATIONAL PSYCHOLOGIST, INFRASTRUCTURE**

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Coach, Level Three, IECL ▪ Certified Coach Supervisor, IECL ▪ BSocSc (Psychology), Swinburne University of Technology ▪ Neuro Linguistic Programming (NLP) Practitioner ▪ Multiple Brain Integration Training (mBIT) Coach ▪ Cert IV (Workplace Training and Assessment) ▪ Member International Coach Federation ▪ ABNLP (American Board) ▪ Mental Health First Aider

DIAGNOSTICS

MBTI

COACHING EXPERIENCE

Andy's coaching practice began in London in the early 2000s, providing him with experience coaching at a senior level and across culturally diverse and complex environments. He has successfully parlayed that experience to coach executives, senior leaders, and athletes in organisations across Europe, America, Australia, Asia, and New Zealand spanning industries including financial services, infrastructure, marketing, legal, professional sports, and government sectors. Coaching engagements are primarily developmental, behavioural, leadership and career focused, working with counterparts through transformational change, whilst maintaining deliverables.

STYLE AND APPROACH

Andy's style is friendly and engaging, creating an environment of respect allowing for supportive and challenging conversations focused on strengths and decision making. In taking a whole-system approach, Andy works on the alignment of both the physical and mental aspects that are required to increase awareness, change behaviours, deepen the quality of conversations, and create exceptional performance.

BUSINESS EXPERIENCE

Andy most recently held the role of Director of Applied Organisational Coaching, responsible for the re-design, development, and growth of IECL corporate portfolio, including strategic partnerships with external providers to support the embedding of coaching methodologies. Andy has been with IECL since 2016, responsible for the development and growth of all aspects of the business with a primary focus on the Australian and Queensland markets, whilst being a faculty member, coach, facilitator, coach mentor and coach supervisor. Prior to IECL, Andy's experience included start-ups, financial services, and government organisations, with core responsibilities including consulting, strategic planning, stakeholder management, sales, and coaching.

AREAS OF EXPERTISE

- Developmental coaching for leadership presence
- Behavioural transformation coaching for career progression
- Coaching identified high performers
- Coaching through organisational change
- C-suite & SLT coaching
- Virtual and face-2-face coaching

PREVIOUS ENGAGEMENTS

- **International Economic Advisor, Banking** – coached counterpart to build relationships with peers and colleagues, leading team through organisational change, whilst navigating economic uncertainties.
- **Director, Civil Infrastructure** – coached counterpart to develop communication and relationship building capabilities, transforming from subject matter and technical expert into a people leader.
- **Executive General Manager, Finance** – coached counterpart to build relationships and transform leadership behaviour with a focus on establishing presence and communicational behaviour.
- **General Manager, Marketing** – coached counterpart through organisational restructure, building team culture, values and vision whilst also navigating workplace behaviours.
- **Non-For-Profit, Arts** – coached leadership team focusing on hybrid leadership, returning to work protocols, health & wellbeing and leadership capabilities for consistent individual and team performance and growth.

COACH PROFILE